

COMMON WAGE

CITY: AVON

COUNTY: HENDRICKS

STATE: IN

We, the undersigned Committee, appointed, pursuant to I.C. 5-16-7-1, do fix, and determine the common wage scales to apply on the following project:

AVON COMMUNITY SCHOOL CORPORATION

1. NEW BUS PARKING AREA WEST OF PINE TREE ELEMENTARY SCHOOL PROJECT; 2. ADDING ASPHALT SURFACE & RUBBER MATS TO EXISTING PLAYGROUNDS AT PINE TREE, SYCAMORE, WHITE OAK & MAPLE ELEMENTARY SCHOOLS PROJECT; 3. REMOVAL & REPLACEMENT OF WALL FABRIC & VINYL BASE AT CORRIDORS & THE CAFETERIA AT PINE TREE ELEMENTARY SCHOOL PROJECT; 4. ACOUSTIC TREATMENTS TO AVON HIGH SCHOOL MUSIC SUITES PROJECT

FOR THE CLASSIFICATIONS OF LABOR AS FOLLOWS:

<u>TRADE</u>	<u>CLASS</u>	<u>HOURLY</u>	<u>FRINGE</u>	<u>TOTAL</u>
ASBESTOS WORKER	SKILLED	\$25.20	\$8.80	\$34.00
	SEMI-SKILLED	\$20.25	\$4.71	\$24.96
	UNSKILLED	\$12.66	\$4.71	\$17.37
BOILERMAKER	SKILLED	\$28.25	\$11.69	\$39.94
	SEMI-SKILLED	\$25.43	\$11.69	\$37.12
	UNSKILLED	\$16.95	\$11.69	\$28.64
BRICKLAYER	SKILLED	\$26.20	\$6.71	\$32.91
	SEMI-SKILLED	\$23.58	\$6.71	\$30.29
	UNSKILLED	\$13.10	\$6.71	\$19.81
CARPENTER	SKILLED	\$24.58	\$6.69	\$31.27
	SEMI-SKILLED	\$23.35	\$4.14	\$27.49
	UNSKILLED	\$14.75	\$4.14	\$18.89
CARPET LAYER	SKILLED	\$21.25	\$5.85	\$27.10
	SEMI-SKILLED	\$15.49	\$5.10	\$20.59
	UNSKILLED	\$11.34	\$4.05	\$15.39
CEMENT MASON	SKILLED	\$21.00	\$8.05	\$29.05
	SEMI-SKILLED	\$16.80	\$8.05	\$24.85
	UNSKILLED	\$12.60	\$8.05	\$20.65

CHEMICAL WORKERS	SKILLED	<u>\$19.97</u>	<u>\$3.40</u>	<u>\$23.37</u>
	SEMI-SKILLED	<u>\$17.97</u>	<u>\$3.40</u>	<u>\$21.37</u>
	UNSKILLED	<u>\$9.98</u>	<u>\$3.40</u>	<u>\$13.38</u>
DRYWALL INSTALLER	SKILLED	<u>\$23.48</u>	<u>\$5.89</u>	<u>\$29.37</u>
	SEMI-SKILLED	<u>\$15.47</u>	<u>\$5.89</u>	<u>\$21.36</u>
	UNSKILLED	<u>\$12.59</u>	<u>\$5.89</u>	<u>\$18.48</u>
DRYWALL FINISHERS	SKILLED	<u>\$20.74</u>	<u>\$7.91</u>	<u>\$28.65</u>
	SEMI-SKILLED	<u>\$16.59</u>	<u>\$7.91</u>	<u>\$24.50</u>
	UNSKILLED	<u>\$11.41</u>		<u>\$11.41</u>
DYNAMITE MEN	SKILLED	<u>\$18.98</u>	<u>\$5.40</u>	<u>\$24.38</u>
	SEMI-SKILLED	<u>n/a</u>	<u>n/a</u>	<u>#VALUE</u>
	UNSKILLED	<u>n/a</u>	<u>n/a</u>	<u>#VALUE</u>
ELECTRICAL WORKER	SKILLED	<u>\$28.10</u>	<u>\$9.23</u>	<u>\$37.33</u>
	SEMI-SKILLED	<u>\$23.05</u>	<u>\$8.49</u>	<u>\$31.54</u>
	UNSKILLED	<u>\$11.80</u>	<u>\$6.28</u>	<u>\$18.08</u>
ELEVATOR CONSTRUCTOR	SKILLED	<u>\$30.74</u>	<u>\$13.31</u>	<u>\$44.05</u>
	SEMI-SKILLED	<u>\$21.52</u>	<u>\$12.15</u>	<u>\$33.67</u>
	UNSKILLED	<u>\$15.56</u>	<u>\$0.54</u>	<u>\$16.10</u>
GLAZIERS	SKILLED	<u>\$23.43</u>	<u>\$7.48</u>	<u>\$30.91</u>
	SEMI-SKILLED	<u>\$18.75</u>	<u>\$7.48</u>	<u>\$26.23</u>
	UNSKILLED	<u>\$8.20</u>	<u>\$4.72</u>	<u>\$12.92</u>
HOD CARRIERS	SKILLED	<u>\$18.48</u>	<u>\$5.40</u>	<u>\$23.88</u>
	SEMI-SKILLED	<u>\$18.48</u>	<u>\$5.40</u>	<u>\$23.88</u>
	UNSKILLED	<u>\$18.48</u>	<u>\$5.40</u>	<u>\$23.88</u>
IRON WORKERS	SKILLED	<u>\$22.90</u>	<u>\$11.39</u>	<u>\$34.29</u>
	SEMI-SKILLED	<u>\$18.32</u>	<u>\$11.39</u>	<u>\$29.71</u>
	UNSKILLED	<u>\$13.74</u>	<u>\$11.39</u>	<u>\$25.13</u>
LABORERS	SKILLED	<u>\$19.48</u>	<u>\$5.80</u>	<u>\$25.28</u>
	SEMI-SKILLED	<u>\$18.98</u>	<u>\$5.80</u>	<u>\$24.78</u>
	UNSKILLED	<u>\$18.48</u>	<u>\$5.80</u>	<u>\$24.28</u>
MILLWRIGHTS	SKILLED	<u>\$24.58</u>	<u>\$6.69</u>	<u>\$31.27</u>
	SEMI-SKILLED	<u>\$23.35</u>	<u>\$4.14</u>	<u>\$27.49</u>
	UNSKILLED	<u>\$14.75</u>	<u>\$4.14</u>	<u>\$18.89</u>

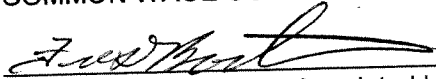
MORTAR MIXERS	SKILLED	<u>\$16.07</u>	<u>\$4.50</u>	<u>\$20.57</u>
	SEMI-SKILLED	<u>\$16.07</u>	<u>\$4.50</u>	<u>\$20.57</u>
	UNSKILLED	<u>\$16.07</u>	<u>\$4.50</u>	<u>\$20.57</u>
OPERATING ENGINEERS GROUP I	SKILLED	<u>\$23.55</u>	<u>\$10.35</u>	<u>\$33.90</u>
	SEMI-SKILLED	<u>n/a</u>	<u>n/a</u>	<u>\$0.00</u>
	UNSKILLED	<u>n/a</u>	<u>n/a</u>	<u>\$0.00</u>
OPERATING ENGINEERS GROUP II	SKILLED	<u>\$16.40</u>	<u>\$10.35</u>	<u>\$26.75</u>
	SEMI-SKILLED	<u>n/a</u>	<u>n/a</u>	<u>\$0.00</u>
	UNSKILLED	<u>n/a</u>	<u>n/a</u>	<u>\$0.00</u>
OPERATING ENGINEERS GROUP III	SKILLED	<u>n/a</u>	<u>n/a</u>	<u>\$0.00</u>
	SEMI-SKILLED	<u>n/a</u>	<u>n/a</u>	<u>\$0.00</u>
	UNSKILLED	<u>n/a</u>	<u>n/a</u>	<u>\$0.00</u>
OPERATING ENGINEERS GROUP IV	SKILLED	<u>n/a</u>	<u>n/a</u>	<u>\$0.00</u>
	SEMI-SKILLED	<u>n/a</u>	<u>n/a</u>	<u>\$0.00</u>
	UNSKILLED	<u>n/a</u>	<u>n/a</u>	<u>\$0.00</u>
PAINTERS (BRUSH-ROLL)	SKILLED	<u>\$20.24</u>	<u>\$8.41</u>	<u>\$28.65</u>
	SEMI-SKILLED	<u>\$14.71</u>	<u>\$8.41</u>	<u>\$23.12</u>
	UNSKILLED	<u>\$8.10</u>		<u>\$8.10</u>
PAINTERS (SPRAY)	SKILLED	<u>\$21.57</u>	<u>\$6.18</u>	<u>\$27.75</u>
	SEMI-SKILLED	<u>\$15.70</u>	<u>\$6.18</u>	<u>\$21.88</u>
	UNSKILLED	<u>\$11.79</u>		<u>\$11.79</u>
PILEDRIVERS	SKILLED	<u>\$20.62</u>	<u>\$5.51</u>	<u>\$26.13</u>
	SEMI-SKILLED	<u>\$15.47</u>	<u>\$4.63</u>	<u>\$20.10</u>
	UNSKILLED	<u>\$11.34</u>	<u>\$4.63</u>	<u>\$15.97</u>
PLASTERERS	SKILLED	<u>\$22.80</u>	<u>\$8.10</u>	<u>\$30.90</u>
	SEMI-SKILLED	<u>\$18.24</u>	<u>\$8.10</u>	<u>\$26.34</u>
	UNSKILLED	<u>\$13.68</u>	<u>\$8.10</u>	<u>\$21.78</u>
PLUMBERS & STEAMFITTERS	SKILLED	<u>\$27.05</u>	<u>\$9.25</u>	<u>\$36.30</u>
	SEMI-SKILLED	<u>\$21.64</u>	<u>\$6.65</u>	<u>\$28.29</u>
	UNSKILLED	<u>\$13.50</u>	<u>\$6.65</u>	<u>\$20.15</u>

POINTER/CALKER/CLEANER	SKILLED	<u>\$26.20</u>	<u>\$6.71</u>	<u>\$32.91</u>
	SEMI-SKILLED	<u>\$23.58</u>	<u>\$6.71</u>	<u>\$30.29</u>
	UNSKILLED	<u>\$13.10</u>	<u>\$6.71</u>	<u>\$19.81</u>
ROOFERS	SKILLED	<u>\$21.36</u>	<u>\$6.75</u>	<u>\$28.11</u>
	SEMI-SKILLED	<u>\$17.09</u>	<u>\$4.55</u>	<u>\$21.64</u>
	UNSKILLED	<u>\$10.68</u>	<u>\$2.35</u>	<u>\$13.03</u>
SHEET METAL WORKER	SKILLED	<u>\$25.73</u>	<u>\$12.30</u>	<u>\$38.03</u>
	SEMI-SKILLED	<u>\$19.30</u>	<u>\$11.58</u>	<u>\$30.88</u>
	UNSKILLED	<u>\$12.87</u>	<u>\$10.70</u>	<u>\$23.57</u>
SOUND & COMMUNICATION	SKILLED	<u>\$21.30</u>	<u>\$7.02</u>	<u>\$28.32</u>
	SEMI-SKILLED	<u>\$18.10</u>	<u>\$6.86</u>	<u>\$24.96</u>
	UNSKILLED	<u>\$11.70</u>	<u>\$4.30</u>	<u>\$16.00</u>
SPRINKLER FITTERS	SKILLED	<u>\$27.59</u>	<u>\$9.10</u>	<u>\$36.69</u>
	SEMI-SKILLED	<u>\$27.59</u>	<u>\$9.10</u>	<u>\$36.69</u>
	UNSKILLED	<u>\$27.59</u>	<u>\$9.10</u>	<u>\$36.69</u>
STONE MASON	SKILLED	<u>\$26.20</u>	<u>\$6.71</u>	<u>\$32.91</u>
	SEMI-SKILLED	<u>\$23.58</u>	<u>\$6.71</u>	<u>\$30.29</u>
	UNSKILLED	<u>\$13.10</u>	<u>\$6.71</u>	<u>\$19.81</u>
TECHNICAL ENGINEERS (INSTRUMENT)	SKILLED	<u>\$20.62</u>	<u>\$5.51</u>	<u>\$26.13</u>
	SEMI-SKILLED	<u>\$15.47</u>	<u>\$4.63</u>	<u>\$20.10</u>
	UNSKILLED	<u>\$11.34</u>	<u>\$4.63</u>	<u>\$15.97</u>
TECHNICAL ENGINEERS (RODMAN/CHAINMAN)	SKILLED	<u>\$20.62</u>	<u>\$5.51</u>	<u>\$26.13</u>
	SEMI-SKILLED	<u>\$15.47</u>	<u>\$4.63</u>	<u>\$20.10</u>
	UNSKILLED	<u>\$11.34</u>	<u>\$4.63</u>	<u>\$15.97</u>
TERRAZZO MECHANIC	SKILLED	<u>\$26.78</u>	<u>\$6.47</u>	<u>\$33.25</u>
	SEMI-SKILLED	<u>\$24.10</u>	<u>\$6.47</u>	<u>\$30.57</u>
	UNSKILLED	<u>\$12.05</u>	<u>\$6.47</u>	<u>\$18.52</u>

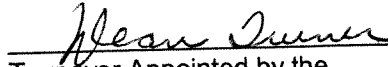
TILE AND MARBLE SETTERS	SKILLED	<u>\$26.48</u>	<u>\$6.17</u>	<u>\$32.65</u>
	SEMI-SKILLED	<u>\$23.83</u>	<u>\$6.17</u>	<u>\$30.00</u>
	UNSKILLED	<u>\$11.91</u>	<u>\$6.17</u>	<u>\$18.08</u>
TILE AND MARBLE FINISHERS	SKILLED	<u>\$17.42</u>	<u>\$4.00</u>	<u>\$21.42</u>
	SEMI-SKILLED	<u>\$15.87</u>	<u>\$4.00</u>	<u>\$19.87</u>
	UNSKILLED	<u>\$10.69</u>	<u>\$4.00</u>	<u>\$14.69</u>
TERRAZO FINISHERS	SKILLED	<u>\$19.64</u>	<u>\$4.00</u>	<u>\$23.64</u>
	SEMI-SKILLED	<u>\$16.94</u>	<u>\$4.00</u>	<u>\$20.94</u>
	UNSKILLED	<u>\$10.69</u>	<u>\$4.00</u>	<u>\$14.69</u>
TRUCK DRIVERS	SKILLED	<u>\$19.75</u>	<u>\$6.50</u>	<u>\$26.25</u>
	SEMI-SKILLED	<u>\$19.75</u>	<u>\$6.50</u>	<u>\$26.25</u>
	UNSKILLED	<u>\$19.75</u>	<u>\$6.50</u>	<u>\$26.25</u>
TRUCK DRIVERS - TANDOM (OVER 15 TON SINGLE)	SKILLED	<u>\$19.95</u>	<u>\$6.50</u>	<u>\$26.45</u>
	SEMI-SKILLED	<u>\$19.95</u>	<u>\$6.50</u>	<u>\$26.45</u>
	UNSKILLED	<u>\$19.95</u>	<u>\$6.50</u>	<u>\$26.45</u>
TRUCK DRIVERS TRI-AXLE TRUCK	SKILLED	<u>\$20.05</u>	<u>\$6.50</u>	<u>\$26.55</u>
	SEMI-SKILLED	<u>\$20.05</u>	<u>\$6.50</u>	<u>\$26.55</u>
	UNSKILLED	<u>\$20.05</u>	<u>\$6.50</u>	<u>\$26.55</u>
TRUCK DRIVERS SEMI LOW-BOY (SINGLE AXLE)	SKILLED	<u>\$19.95</u>	<u>\$6.50</u>	<u>\$26.45</u>
	SEMI-SKILLED	<u>\$19.95</u>	<u>\$6.50</u>	<u>\$26.45</u>
	UNSKILLED	<u>\$19.95</u>	<u>\$6.50</u>	<u>\$26.45</u>
TRUCK DRIVERS SEMI LOW-BOY (TANDEM)	SKILLED	<u>\$20.05</u>	<u>\$6.50</u>	<u>\$26.55</u>
	SEMI-SKILLED	<u>\$20.05</u>	<u>\$6.50</u>	<u>\$26.55</u>
	UNSKILLED	<u>\$20.05</u>	<u>\$6.50</u>	<u>\$26.55</u>
TRUCK MECHANIC	SKILLED	<u>\$20.40</u>	<u>\$6.50</u>	<u>\$26.90</u>
	SEMI-SKILLED	<u>\$20.40</u>	<u>\$6.50</u>	<u>\$26.90</u>
	UNSKILLED	<u>\$20.40</u>	<u>\$6.50</u>	<u>\$26.90</u>
WAREHOUSEMEN	SKILLED	<u>\$19.95</u>	<u>\$6.50</u>	<u>\$26.45</u>
	SEMI-SKILLED	<u>\$19.95</u>	<u>\$6.50</u>	<u>\$26.45</u>
	UNSKILLED	<u>\$19.95</u>	<u>\$6.50</u>	<u>\$26.45</u>

Dated this 11th Day of MARCH '04

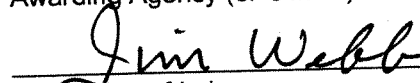
COMMON WAGE COMMITTEE:



Industry Representative Appointed by the
Awarding Agency (or Owner)

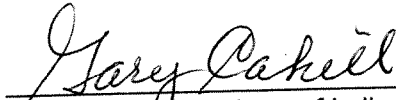


Taxpayer Appointed by the
Awarding Agency (or Owner)



Federation of Labor
Representing the State of Indiana

Taxpayer Appointed by County Legislative Body



Governor's Office, State of Indiana

ALL APPRENTICE As approved by the U.S. Department of Labor Bureau of Apprentice Training.

The wage rate under column Total Hourly Wage Rate as set forth by this committee are the minimum wage rates to be paid and shall not prevent the employer from paying a higher rate. However the Hourly Rate column plus the other Hourly Compensation column must equal the total hourly wage rate column.

The rates are established on the date signed, however if the project is not awarded within one hundred eighty (180) days a new updated wage rate shall be required.

Stipulation as the employment of apprentices: Apprentices will be permitted to work for less than the predetermined rate for the classification of work they perform when they are employed pursuant to an individual registered in a bona-fide apprenticeship program registered with the U.S. Department of Labor Bureau of Apprenticeship and Training. Their wage rate shall be their warranted percentage of the here in listed skilled classification common wage rate. Apprentices shall be permitted to work only as the ration to journeymen in the apprenticeship in the apprentice program standard state.